



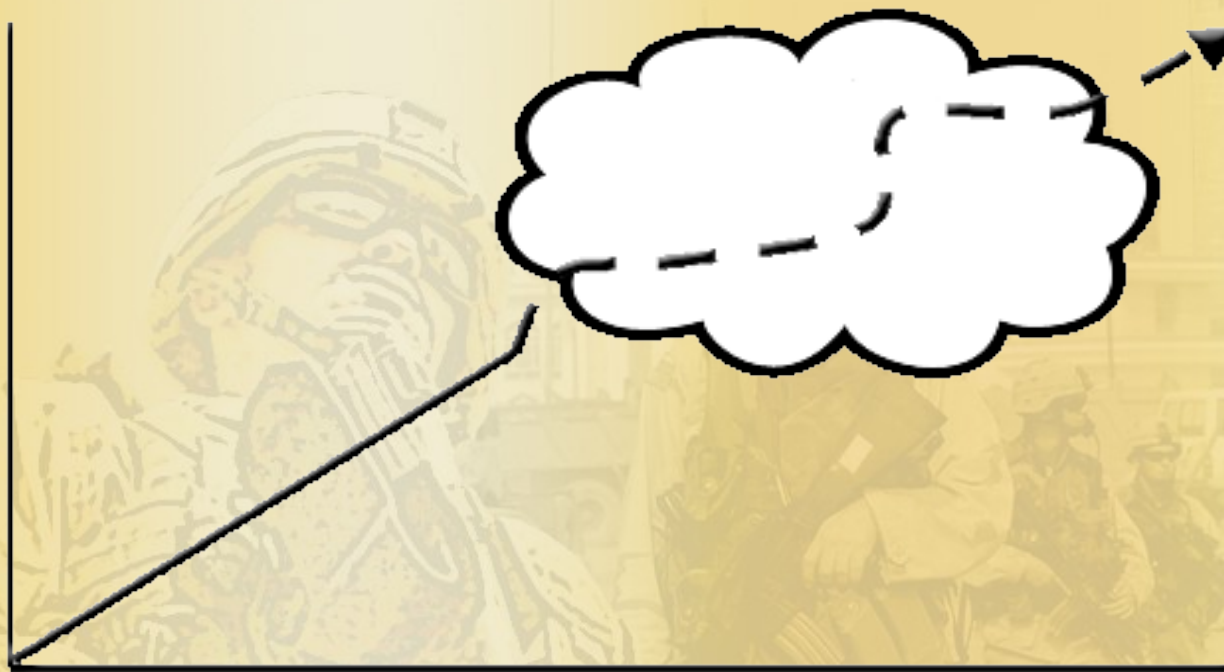
# **MILDEP ACMA ADDRESS**

**Lieutenant General Joseph L. Yakovac, Jr.  
Military Deputy to the  
Assistant Secretary of the Army  
(Acquisition, Logistics and Technology)  
2 March 2005**





# Era of Uncertainty



- Relevant  $\infty$
- Ready

## Balance Army Core Competencies And Capabilities

- Train And Equip Soldiers And Grow Leaders
- Provide Relevant And Ready Land Power Capability To The  
Combatant Commander And The Joint Team

# ALT Capabilities

**GENERATING FORCE**

**OPERATING FORCE**

**AAE**

ASA(ALT) MIL DEP  
DCG ACQ & TECH

**AMC**

DCG OPNS &  
READINESS

**USASAC**

**Life Cycle Management  
Commands  
Aviation / Missile**

**Communications /  
Joint Operations  
Soldier/Ground  
Systems**

**PEO/ PMs**

**Contracting**

**Materiel  
Management**

**Industrial  
Enterprise**

**LARs**

Field Assistance  
in Science &  
Technology

Developmental  
Engineering  
Tech Insertion

Sustainment  
Engineering  
Insertion

**AFSC**

**LIFE CYCLE SUPPORT**

**AFSB(X4)**

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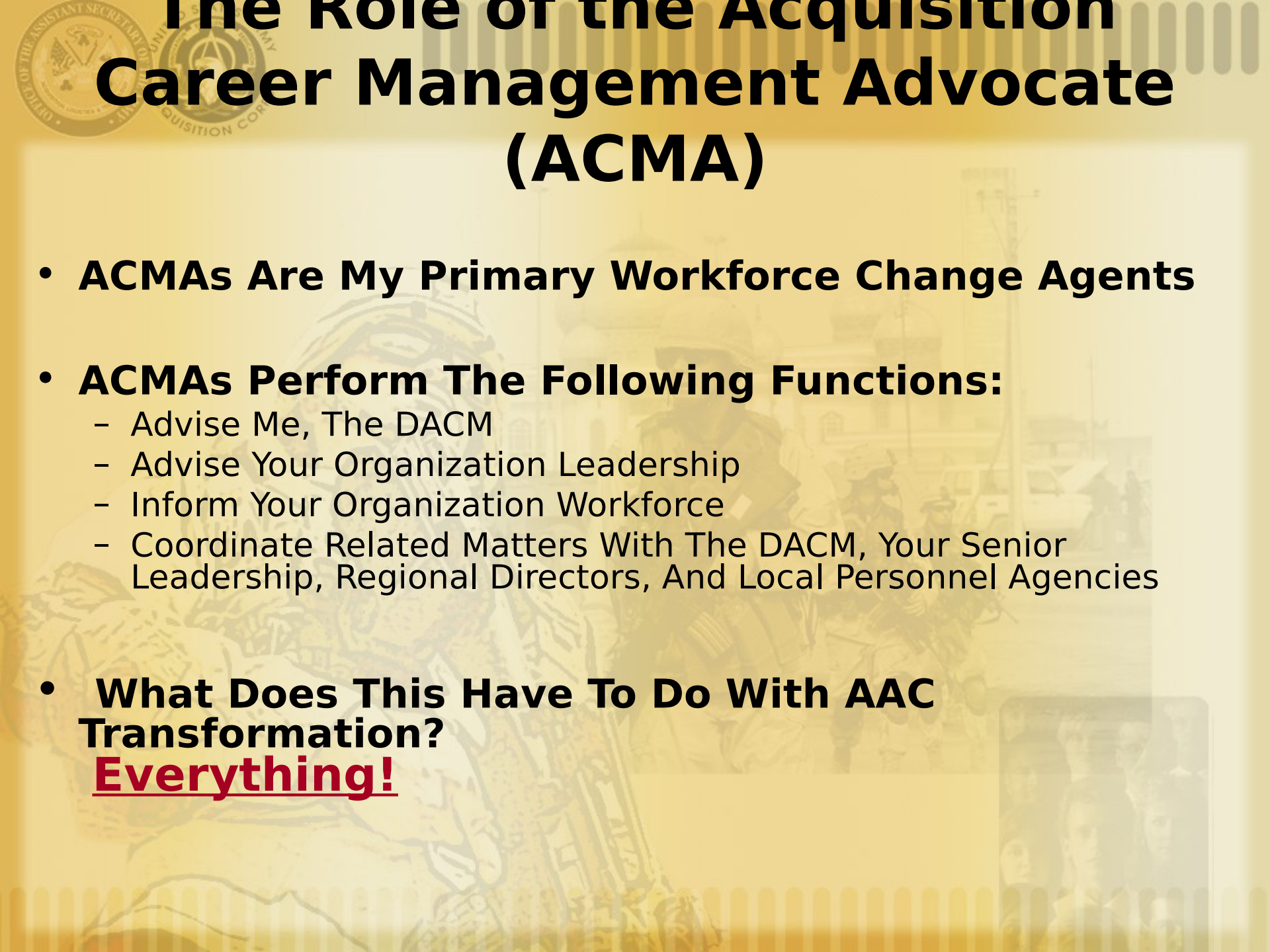




# My Focus For This Year...

- **Implement** New Programs
- **Reshape Military ALT Footprint**
  - Goal: Increase Military Footprint From 33% To 55% In Support Of Program Management
  - Commitment: Total Realignment To Fill New AFSB Design, No Bill To The Army
  - Intensive MAPL Scrub: All Positions Must Meet Scrutiny And Develop Leaders
  - Build An ALT MOS Series (XXC, XXA, XXL)
- **Revitalize Role Of Workforce Leaders And Supervisory Personnel** (New Role As Frontline Change Agents)
- **Institutionalizing Change**
  - Design ALT Proponency, In Concert With Strategic Partners, For ALT Capability (AFSB) And The Supporting Institutional Workforce
  - Develop Concept For ALT Specialty Branch And Gain Approval
  - Develop System Approach To ALT Support Of The Fight
  - Take Part In Mainstream Army Processes
  - Devise “New” Allocation Rules For Sizing ALT Workforce
  - Form Up ALT Workforce Structure On Common Documentation And Get Arms Around Who We ARE To Include The “L”
- **Communicate Changes** And Make Access To New Tools Workforce Friendly
- **Educate** The ALT Workforce, The Army, And Sister Services

**However, Job 1 is Supporting our Deployed Forces!**



# **The Role of the Acquisition Career Management Advocate (ACMA)**

- **ACMAs Are My Primary Workforce Change Agents**
- **ACMAs Perform The Following Functions:**
  - Advise Me, The DACM
  - Advise Your Organization Leadership
  - Inform Your Organization Workforce
  - Coordinate Related Matters With The DACM, Your Senior Leadership, Regional Directors, And Local Personnel Agencies
- **What Does This Have To Do With AAC Transformation?**  
**Everything!**



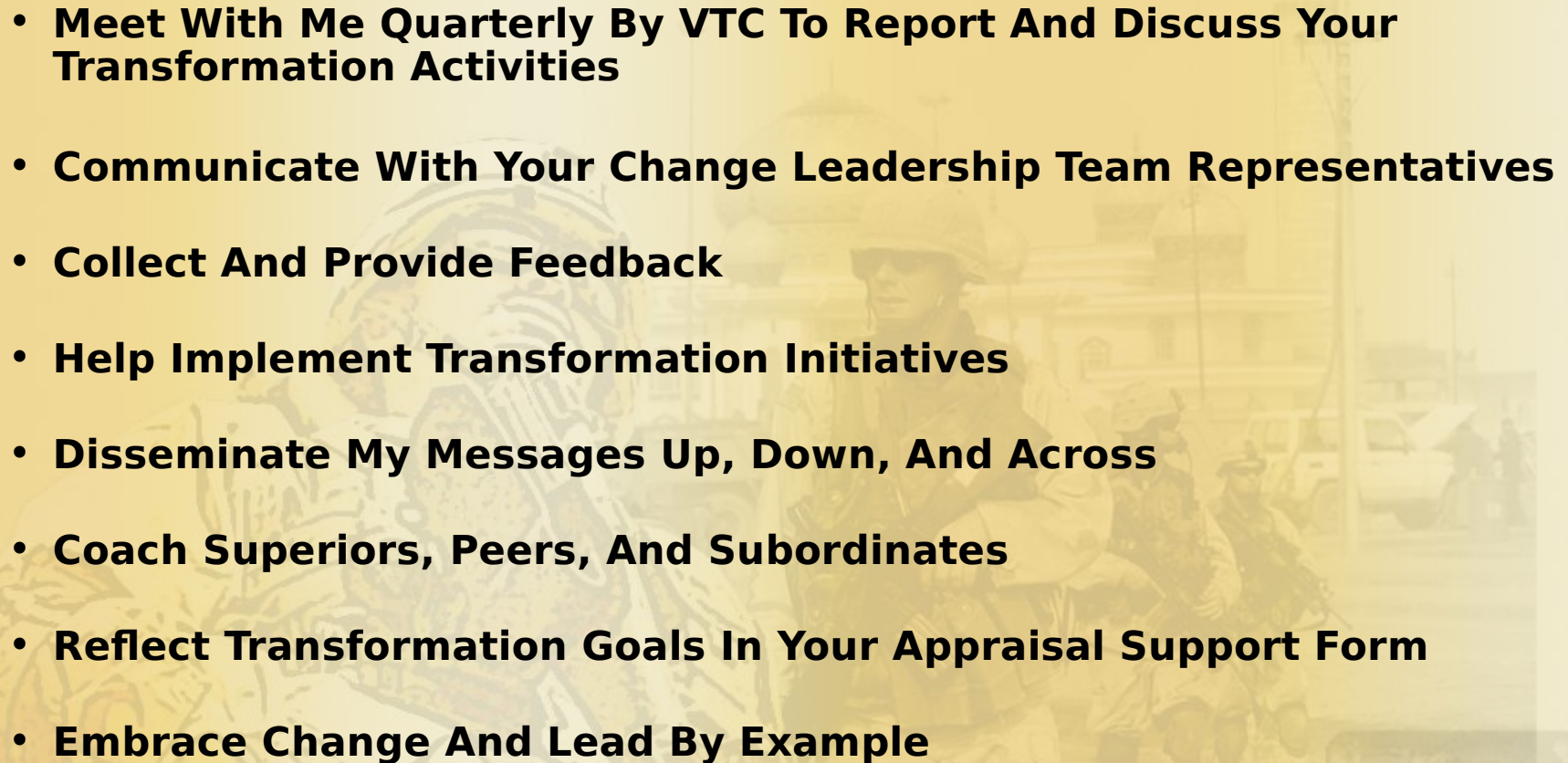

# What Do I Expect From You?

- **“Be” Change Agents**
  - **Know And Understand My Transformation Intent And Focus**
  - **Lead By Example**
  - **Reflect Transformation In Your Professional Goals And Contributions**
  - **Be Informed And Inform**
  - **Be Involved In Shaping The Future**
  - **You Are A Formally Chartered Group Of Leaders That I Call To Task To Lead Our Change Effort**
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# How Can You Do What I Ask?

- **Meet With Me Quarterly By VTC To Report And Discuss Your Transformation Activities**
  - **Communicate With Your Change Leadership Team Representatives**
  - **Collect And Provide Feedback**
  - **Help Implement Transformation Initiatives**
  - **Disseminate My Messages Up, Down, And Across**
  - **Coach Superiors, Peers, And Subordinates**
  - **Reflect Transformation Goals In Your Appraisal Support Form**
  - **Embrace Change And Lead By Example**
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# My Challenge to You

- **Actively Recruit:**
  - **At Least Two Applications For PM Command**
  - **At Least Two Applications For SSC/Equivalent**
  - **At Least Two CDG Applications**
- **Get Involved In The Civilian Regional Rotational Developmental Assignment Program In A Formal Way (Contact Your Regional Director)**
- **Get Involved In Other Transformation Initiatives Within Your Communities (Hands On)**





# **What You Said You Would Like to Discuss...**

- **What is an LCMC?**
- **What Communication Mediums Can Enhance Execution Of Our Duties?**
- **What Forums May We Participate In As Community Leaders?**
- **Are ACMAs Over-Utilized Or Under-Utilized?**
- **Should We Resurrect The ACMA Of The Year Award?**
- **Should We Consider More Of These Senior Executive Sessions Or Consider VTC Link Up On A More Frequent Basis?**



# Questions